

College Climate Survey

Dear Parkland Faculty/Staff/Administrator:

Thank you for your input as you complete this important College Climate Survey. This is an opportunity for employees to provide feedback on the work environment and job satisfaction at Parkland. Your responses play an important role in making changes to develop a more positive working environment. Please give us your open and honest opinions.

The survey takes about 20 minutes to complete. Your responses are anonymous - we do not obtain any identifying information that could connect you with your answers. Participation on any of these questions is voluntary and you may quit any time

If you have any questions, please contact Kevin Knott in the Office of Institutional Accountability and Research (351-2239). Thank you very much for your time.

Sincerely,

Kris Young, Vice President for Academic Services
Linda Moore, Vice President for Student Services
Seamus Reilly, Vice President for Institutional Advancement
Chris Randles, CFO & Vice President for Administrative Services

Employment Status

What is your employment status?

Full-time

Part-time

What is your job classification?

Administration

Staff (Confidential, Professional Support, Public Safety)

Faculty

What area of the college are you affiliated with?

President: (Assistant to President/Board of Trustees, Board of Trustees, Community Relations, Marketing & Creative Services, Parkland College Foundation, Physical Plant)

Academic Services: (Academic Services, Business & Agri-Industries, Career Programs, Center for Academic Success, Computer Science & Information Technology, Engineering Science & Technologies, Fine & Applied Arts, Health Professions, Humanities, Library, Mathematics, Natural Sciences, Planetarium, Social Sciences & Human Services)

Administrative Services: (Bookstore, Business Office, Campus Technologies, Child Development Center, Human Resources)

Institutional Advancement: (Adult Basic Education, Business Training, Center for Excellence, Distance/Virtual Learning, Grants/Contracts, Institutional Accountability/Research, International Education, Workforce Development)

Student Services: (Admissions & Enrollment Management, Adult Re-entry, Assessment, Athletics, Career Center, Community Education, Counseling & Advising Center, Dean of Students, Disability Services, Financial Aid, Public Safety, Student Life, Student Support Services)

Other (please specify)

Demographics

What is your gender?

Female

Male

Transgendered

What is your racial/ethnic background?

American Indian or Alaska Native

Asian

Black or African American, Non-Hispanic

Hispanics of any race

Native Hawaiian or Other Pacific Islander

White, non-Hispanic

Two or more races/ethnicities

Is English your native (first) language?

Yes

No

What is your sexual orientation?

Heterosexual

Gay/Lesbian

Bisexual

Other (please specify)

Employment

How many years have you been employed at Parkland?

Less than 1 year

1-5 years

6-10 years

11-20 years

Over 20 years

Diversity

Please rate your level of SATISFACTION with each of the following:

Presence of other faculty, staff and administrators who...

	Too few	Just right	Too Many	Don't know	Not Applicable
are of various racial/ethnic groups.	jñ	jñ	jñ	jñ	jñ
are women.	jñ	jñ	jñ	jñ	jñ
are men.	jñ	jñ	jñ	jñ	jñ
are physically different or have disabilities.	jñ	jñ	jñ	jñ	jñ
have different religious affiliations.	jñ	jñ	jñ	jñ	jñ
have different sexual orientations.	jñ	jñ	jñ	jñ	jñ

Please rate how IMPORTANT each of the following is to you:

Presence of other faculty, staff and administrators who...

	Very Important	Important	Not Important
are of various racial/ethnic groups.	jñ	jñ	jñ
are women.	jñ	jñ	jñ
are men.	jñ	jñ	jñ
are physically different or have disabilities.	jñ	jñ	jñ
have different religious affiliations.	jñ	jñ	jñ
have different sexual orientations.	jñ	jñ	jñ

Harassment

Have you been treated unfairly or harassed at Parkland College in the past five years because of race, gender, sexual orientation, religion, age, accent, or disability?

Yes

No

If you answered yes, how often has this occurred?

Very often

Often

Sometimes

Rarely/Seldom

Please elaborate and remember your comments are kept strictly confidential.

Perception

Please rate your perceptions of how the campus has changed on the following items from NOW COMPARED TO THREE YEARS AGO.

	Better	About the same	Worse	Don't Know/Wasn't here
The quality of education and services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commitment to diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizational structure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate your perceptions of change in THE NEXT THREE TO FIVE YEARS on the following items:

	Better	About the same	Worse
The quality of education and services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commitment to diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizational structure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Atmosphere

Using the adjectives below, please check the number you feel most characterizes the atmosphere at Parkland College.

For example, referring to the first question below, if you feel Parkland's atmosphere is "Tense" check number 1 or if it's more "Relaxed" check number 5. If you feel the atmosphere is somewhere in between, please check the number (2, 3, or 4) that mostly reflects your thoughts.

ADJECTIVE:

	1	2	3	4	5
Tense(1) / Relaxed(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hostile(1) / Friendly(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socially Separated(1) / Socially Integrated(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Indifferent(1) / Concerned(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exclusive(1) / Inclusive (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insensitive(1) / Sensitive(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conservative(1) / Liberal(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racially Intolerant(1) / Racially Tolerant(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unsupportive(1) / Supportive(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Close-minded (1) / Open-minded(5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Competitive (1) / Cooperative (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Familiarity

Please indicate the extent to which you are familiar with each of the following:

	Very familiar	Somewhat familiar	Somewhat unfamiliar	Not at all familiar
Academic Scheduling	jñ	jñ	jñ	jñ
Adult Re-Entry Center	jñ	jñ	jñ	jñ
Art Gallery	jñ	jñ	jñ	jñ
Center for Academic Success (CAS)	jñ	jñ	jñ	jñ
CAS: Peer Tutoring	jñ	jñ	jñ	jñ
CAS: Writing Lab	jñ	jñ	jñ	jñ
Child Development Center	jñ	jñ	jñ	jñ
Dental Hygiene Clinic	jñ	jñ	jñ	jñ
Disability Services	jñ	jñ	jñ	jñ
Distance and Virtual Learning	jñ	jñ	jñ	jñ
Parkland College Radio Station (WPCD)	jñ	jñ	jñ	jñ
Parkland College Television Station (PCTV)	jñ	jñ	jñ	jñ
Planetarium	jñ	jñ	jñ	jñ
Theater	jñ	jñ	jñ	jñ
Tony Noel Ag Tech Center	jñ	jñ	jñ	jñ
Wellness Center	jñ	jñ	jñ	jñ

How familiar are you with the following:

	Very familiar	Somewhat familiar	Somewhat unfamiliar	Not at all familiar
Parkland's Mission Statement	jñ	jñ	jñ	jñ
Parkland's Core Values	jñ	jñ	jñ	jñ
Parkland's Master Plan (pertaining to construction)	jñ	jñ	jñ	jñ

Unit Satisfaction

Please rate how SATISFIED you are with the following campus units:

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	No Experience with Unit
Admissions & Enrollment Management	jn	jn	jn	jn	jn
Adult Basic Education	jn	jn	jn	jn	jn
Assessment Center	jn	jn	jn	jn	jn
Bookstore	jn	jn	jn	jn	jn
Business Training	jn	jn	jn	jn	jn
Business Office/Purchasing	jn	jn	jn	jn	jn
Campus Mail Services	jn	jn	jn	jn	jn
Campus Technologies	jn	jn	jn	jn	jn
Career Center	jn	jn	jn	jn	jn
Counseling/Advising	jn	jn	jn	jn	jn
Ctr for Excellence in Teaching & Learning	jn	jn	jn	jn	jn
Distance and Virtual Learning	jn	jn	jn	jn	jn
Financial Aid & Veteran Services	jn	jn	jn	jn	jn
Grants & Contracts	jn	jn	jn	jn	jn
Human Resources	jn	jn	jn	jn	jn
Institutional Accountability & Research	jn	jn	jn	jn	jn
Library	jn	jn	jn	jn	jn
Marketing and Creative Services	jn	jn	jn	jn	jn
Parkland College Foundation	jn	jn	jn	jn	jn
Physical Plant	jn	jn	jn	jn	jn
Public Safety	jn	jn	jn	jn	jn
Student Life	jn	jn	jn	jn	jn

Please rate how IMPORTANT the following campus units are to doing your job:

	Very Important	Important	Not Important
Admissions & Enrollment Management	jñ	jñ	jñ
Adult Basic Education	jñ	jñ	jñ
Assessment Center	jñ	jñ	jñ
Bookstore	jñ	jñ	jñ
Business Training	jñ	jñ	jñ
Business Office/Purchasing	jñ	jñ	jñ
Campus Mail Services	jñ	jñ	jñ
Campus Technologies	jñ	jñ	jñ
Career Center	jñ	jñ	jñ
Counseling/Advising	jñ	jñ	jñ
Ctr for Excellence in Teaching & Learning	jñ	jñ	jñ
Distance and Virtual Learning	jñ	jñ	jñ
Financial Aid & Veteran Services	jñ	jñ	jñ
Grants & Contracts	jñ	jñ	jñ
Human Resources	jñ	jñ	jñ
Institutional Accountability & Research	jñ	jñ	jñ
Library	jñ	jñ	jñ
Marketing and Creative Services	jñ	jñ	jñ
Parkland College Foundation	jñ	jñ	jñ
Physical Plant	jñ	jñ	jñ
Public Safety	jñ	jñ	jñ
Student Life	jñ	jñ	jñ

Group Satisfaction

Please rate how SATISFIED you are with the following:

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	No Experience with group
Academic Assessment	jn	jn	jn	jn	jn
Board of Trustees	jn	jn	jn	jn	jn
Curriculum Committee	jn	jn	jn	jn	jn
Diversity Committee	jn	jn	jn	jn	jn
Enrollment Management Team	jn	jn	jn	jn	jn
Executive Team	jn	jn	jn	jn	jn
Support Assessment	jn	jn	jn	jn	jn
Annual Planning Committee	jn	jn	jn	jn	jn
Parkland College Association	jn	jn	jn	jn	jn
Sustainable Campus Committee	jn	jn	jn	jn	jn
Strategic Planning	jn	jn	jn	jn	jn

Please rate how IMPORTANT the following are to you in doing your job:

	Very Important	Important	Not Important
Academic Assessment	jn	jn	jn
Board of Trustees	jn	jn	jn
Curriculum Committee	jn	jn	jn
Diversity Committee	jn	jn	jn
Enrollment Management Team	jn	jn	jn
Executive Team	jn	jn	jn
Support Assessment	jn	jn	jn
Annual Planning Committee	jn	jn	jn
Parkland College Association	jn	jn	jn
Sustainable Campus Committee	jn	jn	jn
Strategic Planning	jn	jn	jn

Job Satisfaction Contributors

Please rate how SATISFIED you are with the following Job Satisfaction Contributors:

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Not Applicable
Teaching and learning relationships	jn	jn	jn	jn	jn
Colleagues and collaborators support	jn	jn	jn	jn	jn
Salary	jn	jn	jn	jn	jn
Benefits	jn	jn	jn	jn	jn
Union representation/collective bargaining	jn	jn	jn	jn	jn
Sabbatical leave	jn	jn	jn	jn	jn
Rewards and recognition	jn	jn	jn	jn	jn
Personal choice and empowerment	jn	jn	jn	jn	jn
Work-life balance	jn	jn	jn	jn	jn
Growth through training and development	jn	jn	jn	jn	jn

Please rate how IMPORTANT the following Job Satisfaction Contributors are to you in doing your job:

	Very Important	Important	Not Important
Teaching and learning relationships	jn	jn	jn
Colleagues and collaborators support	jn	jn	jn
Salary	jn	jn	jn
Benefits	jn	jn	jn
Union representation/collective bargaining	jn	jn	jn
Sabbatical leave	jn	jn	jn
Rewards and recognition	jn	jn	jn
Personal choice and empowerment	jn	jn	jn
Work-life balance	jn	jn	jn
Growth through training and development	jn	jn	jn

Statements

Please indicate how IMPORTANT the following statements are to you and the extent to which you AGREE OR DISAGREE with each:

Please rate the extent to which you AGREE OR DISAGREE with the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Experience
My supervisor meets with me as appropriate to discuss my performance, career, and/or promotions.	jn	jn	jn	jn	jn
I feel that I have received adequate guidance/mentoring from colleagues.	jn	jn	jn	jn	jn
Faculty or staff who are openly critical of Parkland have no cause to fear retribution.	jn	jn	jn	jn	jn
Expectations concerning promotions and career advancement are made clear.	jn	jn	jn	jn	jn
My department holds regularly scheduled staff meetings.	jn	jn	jn	jn	jn
Career advancement and salary decisions are made fairly.	jn	jn	jn	jn	jn
Search committees have made a serious effort to hire racial/ethnic minorities and women.	jn	jn	jn	jn	jn
There is a desire among my colleagues to enhance diversity.	jn	jn	jn	jn	jn
There is a desire for teamwork and for balancing personal well-being with concern for others.	jn	jn	jn	jn	jn
I have good interactions with my colleagues.	jn	jn	jn	jn	jn
There is a commitment to quality at Parkland.	jn	jn	jn	jn	jn
My colleagues care about Parkland students.	jn	jn	jn	jn	jn
I feel that my workload is appropriate.	jn	jn	jn	jn	jn

Please rate how I MPORTANT the following statements are to you:

	Very Important	Important	Not Important
My supervisor meets with me as appropriate to discuss my performance, career, and/or promotions.	jñ	jñ	jñ
I feel that I have received adequate guidance/mentoring from colleagues.	jñ	jñ	jñ
Faculty or staff who are openly critical of Parkland have no cause to fear retribution.	jñ	jñ	jñ
Expectations concerning promotions and career advancement are made clear.	jñ	jñ	jñ
My department holds regularly scheduled staff meetings.	jñ	jñ	jñ
Career advancement and salary decisions are made fairly.	jñ	jñ	jñ
Search committees have made a serious effort to hire racial/ethnic minorities and women.	jñ	jñ	jñ
There is a desire among my colleagues to enhance diversity.	jñ	jñ	jñ
There is a desire for teamwork and for balancing personal well-being with concern for others.	jñ	jñ	jñ
I have good interactions with my colleagues.	jñ	jñ	jñ
There is a commitment to quality at Parkland.	jñ	jñ	jñ
My colleagues care about Parkland students.	jñ	jñ	jñ
I feel that my workload is appropriate.	jñ	jñ	jñ

Statements 2

Please indicate the extent to which you AGREE OR DISAGREE with each of the following statements:

Please rate the extent to which you AGREE OR DISAGREE with the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Experience/ NA
I feel overwhelmed	jn	jn	jn	jn	jn
The college treats all employees fairly	jn	jn	jn	jn	jn
Morale is increasing among my colleagues	jn	jn	jn	jn	jn
If I had to do it over again, I would take a job at Parkland.	jn	jn	jn	jn	jn
I've looked for other employment inside academia	jn	jn	jn	jn	jn
I've looked for other employment outside academia	jn	jn	jn	jn	jn

Statements 3

Please rate the extent to which you AGREE OR DISAGREE with the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree	No Experience
Parkland's fiscal resources are managed responsibly.	jñ	jñ	jñ	jñ	jñ
Information about Parkland's fiscal condition (i.e. budget) is communicated effectively.	jñ	jñ	jñ	jñ	jñ
There is a common institutional direction and focus.	jñ	jñ	jñ	jñ	jñ
I have a clear understanding of Parkland's planning process.	jñ	jñ	jñ	jñ	jñ
Units are working toward common institutional goals.	jñ	jñ	jñ	jñ	jñ
Data and information are used effectively to identify and solve institutional problems.	jñ	jñ	jñ	jñ	jñ
The Town Hall Meetings were effective ways to identify new and emerging trends of which the College needs to be aware.	jñ	jñ	jñ	jñ	jñ
My unit is using feedback from the Town Hall Meetings to develop more effective annual plans.	jñ	jñ	jñ	jñ	jñ
The planning process includes representatives from the community and local businesses.	jñ	jñ	jñ	jñ	jñ
The planning process has made a difference in how my unit operates.	jñ	jñ	jñ	jñ	jñ
The planning process includes consideration for the need for improved facilities.	jñ	jñ	jñ	jñ	jñ
Opportunities exist to provide input into the departmental planning process.	jñ	jñ	jñ	jñ	jñ
The annual plan ranking process is a fair method for	jñ	jñ	jñ	jñ	jñ

allocating discretionary dollars.

I play a role in the planning process.

jñ

jñ

jñ

jñ

jñ

Please rate how IMPORTANT the following statements are to you:

	Very Important	Important	Not Important
Parkland's fiscal resources are managed responsibly.	jñ	jñ	jñ
Information about Parkland's fiscal condition (i.e. budget) is communicated effectively.	jñ	jñ	jñ
There is a common institutional direction and focus.	jñ	jñ	jñ
I have a clear understanding of Parkland's planning process.	jñ	jñ	jñ
Units are working toward common institutional goals.	jñ	jñ	jñ
Data and information are used effectively to identify and solve institutional problems.	jñ	jñ	jñ
The Town Hall Meetings were effective ways to identify new and emerging trends of which the College needs to be aware.	jñ	jñ	jñ
My unit is using feedback from the Town Hall Meetings to develop more effective annual plans.	jñ	jñ	jñ
The planning process includes representatives from the community and local businesses.	jñ	jñ	jñ
The planning process has made a difference in how my unit operates.	jñ	jñ	jñ
The planning process includes consideration for the need for improved facilities.	jñ	jñ	jñ
Opportunities exist to provide input into the departmental planning process.	jñ	jñ	jñ
The annual plan	jñ	jñ	jñ

Ranking process is a fair method for allocating discretionary dollars.

I play a role in the planning process.

jn

jn

jn

Open-Ended Questions

What is the first thing that comes to your mind when you think of Parkland?

What do you think are Parkland's top priorities?

Please provide feedback on your experiences, satisfaction, and suggestions you have had at Parkland. Your input is very important to us. All responses will be confidential.

